

## REQUEST FOR COUNCIL ACTION

MEETING  
DATE: 3/3/03

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<b>AGENDA SECTION:</b> Consent	<b>ORIGINATING DEPT:</b> Human Resources	<b>ITEM NO.</b> D-13
<b>ITEM DESCRIPTION:</b> Labor Agreement for 2002-2004 IAFF Local # 3869 (Dispatchers)		<b>PREPARED BY:</b> Linda Gilsrud

Wage Adjustment: 3% wage rate adjustments shall be retroactive to 1/1 in 2002, effective 1/1/2003 and effective 1/1/2004

Other changes:

- Shift differential will increase by \$.10/hour on 1/1/03 (to \$1.00/hour and \$1.15/hour). Shift differential will be paid each pay period rather than on an annual basis.
- Health, dental and life coverage(s) will be effective the first day of the month following twenty calendar days of employment for new employees hired after 1/1/03. Change all references to group medical and hospitalization insurance or insurance to employer -provided group coverage since the City is self-insured for health and dental coverage
- Changed the application of the vacation cap and compensatory time cap from anniversary date to a date following the last pay date in 2003 and each December thereafter. The new vacation cap will equal two times an employee's annual vacation accrual rate, not to include buffer or vacation in lieu of holiday.
- Agreed to delete Article 9, B. because of move to bi-weekly pay periods with earnings being deposited every other Friday
- The Dispatchers will be eligible to participate in the City-sponsored long term disability (LTD) plan through payroll deduction
- Agreed on minor clarifications and corrections to the agreement including that written notice of outside employment should be forwarded to the Communications Manager rather than the City.

Council Action Requested:

Resolution authorizing the Mayor and City Clerk to sign the agreement.

